



A GUIDE TO MINNESOTA'S LAWS ABOUT SICK LEAVE

WHAT IS REQUIRED?

An employer that allows an employee to take time off for their own injury or illness must also allow the employee to take time off to care for an ill or injured minor child, adult child, spouse, sibling, parent, grandparent or stepparent in the same manner the employer would allow an employee to use the leave for themselves (M.S. §181.9413).



WHO IS COVERED?

- Employees who have worked for the employer for at least 12 consecutive months
- Employees who worked at least half-time during those 12 months
- Employers that have 21 or more employees and
- Employers who offer personal sick leave benefits for absence from work due to an employee's illness or injury



SICK LEAVE BENEFITS NOT REQUIRED

Employers are not required to provide personal sick leave benefits. However, some employers are required to allow eligible employees to be absent from work under the federal Family Medical Leave Act or provisions of the Minnesota Parenting Leave Law.

PAID SICK LEAVE/TIME OFF

The law does not require that sick leave be paid. However, if the employer provides paid time off for the illness or injury of the worker, time off for the illness or injury of a family member must also be paid.

LIMITING TIME OFF

If the employee has more than 160 hours of sick leave available during a 12-month period, the employer may limit the employee's use of the sick leave for the illness or injury of family members other than a minor child to 160 hours.

WHO IS A CHILD?

"Child" includes stepchildren and biological, adopted and foster children. A "minor child" is a child younger than 18 years of age or a child younger than 20 who is still attending secondary school.

CONTACT INFORMATION

Department of Labor and Industry
Labor Standards
443 Lafayette Road N.
St. Paul, MN 55155-4306

Phone: (651) 284-5070 • Toll-free: 1-800-342-5354
Fax: (651) 284-5740
dli.laborstandards@state.mn.us
www.dli.mn.gov/laborlaw.asp



Notice: This flier is a brief summary of Minnesota law and is intended as a guide.
It is not to be considered a substitute for Minnesota Statutes regarding sick leave laws.

This document can be provided in different forms, such as large print, Braille or audio, by calling (651) 284-5005.